

**ORDINANCE NO. 50-131240100**  
**Non-exempt Salary**

**AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 49-906**

**BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WICHITA:**

**SECTION 1.** A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 19, 2015 - December 23, 2016**

Range	A	B	C	D	E	F	G
312	11.4421	11.7281	12.0213	12.3219	12.6299	12.9457	13.2693
314	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
315	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
316	13.5766	13.9160	14.2639	14.6205	14.9860	15.3606	15.7447
317	14.5482	14.9119	15.2847	15.6668	16.0584	16.4599	16.8714
320	16.6846	17.1017	17.5292	17.9675	18.4167	18.8771	19.3490
321	17.3355	17.7689	18.2131	18.6685	19.1352	19.6135	20.1039
322	18.1762	18.6306	19.0964	19.5738	20.0631	20.5647	21.0788

Range	H	I	J	K	L	M	N	O
312	13.6010	13.9410	14.2896	14.6468	15.0130	15.3883	15.7730	16.1673
314	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
315	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
316	16.1383	16.5417	16.9553	17.3792	17.8136	18.2590	18.7155	19.1833
317	17.2932	17.7255	18.1687	18.6229	19.0885	19.5657	20.0548	20.5562
320	19.8327	20.3285	20.8368	21.3577	21.8916	22.4389	22.9999	23.5749
321	20.6065	21.1216	21.6497	22.1909	22.7457	23.3143	23.8972	24.4946
322	21.6058	22.1459	22.6996	23.2671	23.8487	24.4450	25.0561	25.6825

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**SECTION 2.** A schedule of standard pay ranges established for classifications for ***variable, seasonal and/or intermittent*** positions that are City employees and treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 19, 2015 - December 16, 2016**

Range	A	B	C	D	E	F	G
<b>405</b>	7.2500	7.4313	7.6170	7.8075	8.0026	8.2027	8.4078
<b>406</b>	8.1934	8.3982	8.6083	8.8234	9.0440	9.2701	9.5019
<b>407</b>	8.5051	8.7177	8.9357	9.1591	9.3881	9.6228	9.8634
<b>408</b>	8.8359	9.0568	9.2832	9.5154	9.7532	9.9970	10.2470
<b>409</b>	9.1966	9.4265	9.6622	9.9038	10.1513	10.4051	10.6652
<b>410</b>	9.5741	9.8135	10.0587	10.3103	10.5680	10.8322	11.1030
<b>411</b>	9.9562	10.2051	10.4602	10.7218	10.9898	11.2645	11.5462
<b>412</b>	10.3837	10.6433	10.9093	11.1820	11.4617	11.7481	12.0419
<b>414</b>	11.2868	11.5690	11.8582	12.1547	12.4586	12.7700	13.0893
<b>415</b>	11.7898	12.0845	12.3866	12.6963	13.0137	13.3390	13.6726
<b>416</b>	12.3154	12.6233	12.9389	13.2624	13.5939	13.9337	14.2820
<b>417</b>	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665	14.9307

Range	H	I	J	K	L	M	N	O
<b>405</b>	8.6180	8.8334	9.0543	9.2806	9.5126	9.7504	9.9942	10.2441
<b>406</b>	9.7394	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5771
<b>407</b>	10.1100	10.3626	10.6218	10.8873	11.1595	11.4385	11.7245	12.0175
<b>408</b>	10.5032	10.7658	11.0348	11.3108	11.5936	11.8833	12.1805	12.4849
<b>409</b>	10.9319	11.2052	11.4853	11.7724	12.0667	12.3685	12.6776	12.9945
<b>410</b>	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980	13.5280
<b>411</b>	11.8349	12.1307	12.4340	12.7449	13.0675	13.3900	13.7248	14.0679
<b>412</b>	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719
<b>414</b>	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480
<b>415</b>	14.0143	14.3648	14.7238	15.0919	15.4692	15.8559	16.2524	16.6587
<b>416</b>	14.6392	15.0051	15.3802	15.7647	16.1588	16.5629	16.9769	17.4013
<b>417</b>	15.3039	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915

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**SECTION 3.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 19, 2015 – December 16, 2016**

Range	A	B	C	D	E	F	G
602	8.0275	8.2282	8.4340	8.6448	8.8608	9.0825	9.3095
606	8.7603	8.9792	9.2038	9.4338	9.6696	9.9114	10.1592
607	9.0935	9.3207	9.5538	9.7926	10.0375	10.2886	10.5457
608	9.4472	9.6832	9.9254	10.1737	10.4279	10.6886	10.9558
609	9.8327	10.0786	10.3306	10.5889	10.8535	11.1249	11.4030
610	10.2364	10.4923	10.7546	11.0234	11.2990	11.5814	11.8711
611	10.6450	10.9111	11.1837	11.4635	11.7501	12.0438	12.3450
612	11.1019	11.3795	11.6638	11.9556	12.2545	12.5607	12.8749
613	11.5653	11.8544	12.1508	12.4545	12.7659	13.0851	13.4122
614	12.0675	12.3693	12.6786	12.9955	13.3204	13.6533	13.9947
615	12.6054	12.9206	13.2435	13.5745	13.9140	14.2618	14.6184
616	13.1673	13.4966	13.8339	14.1798	14.5342	14.8976	15.2701
617	13.7652	14.1093	14.4622	14.8238	15.1943	15.5741	15.9635
618	14.4003	14.7603	15.1293	15.5075	15.8953	16.2926	16.6997
619	15.0736	15.4504	15.8368	16.2327	16.6386	17.0543	17.4808
620	15.7701	16.1643	16.5685	16.9827	17.4073	17.8424	18.2884
621	16.5360	16.9494	17.3730	17.8074	18.2527	18.7088	19.1767
622	17.3355	17.7689	18.2130	18.6685	19.1352	19.6135	20.1038
623	18.1761	18.6305	19.0962	19.5737	20.0629	20.5646	21.0788
624	19.0811	19.5583	20.0472	20.5483	21.0621	21.5886	22.1283
625	20.0316	20.5323	21.0456	21.5718	22.1110	22.6638	23.2304
626	21.0400	21.5660	22.1052	22.6578	23.2243	23.8049	24.4001
627	22.1091	22.6619	23.2283	23.8092	24.4042	25.0144	25.6398
630	25.6142	26.2545	26.9109	27.5837	28.2733	28.9801	29.7047

Range	H	I	J	K	L	M	N	O
602	9.5423	9.7807	10.0253	10.2760	10.5329	10.7961	11.0660	11.3428
606	10.4131	10.6735	10.9403	11.2139	11.4943	11.7815	12.0760	12.3780
607	10.8093	11.0794	11.3566	11.6405	11.9316	12.2297	12.5356	12.8488
608	11.2298	11.5105	11.7982	12.0931	12.3956	12.7053	13.0231	13.3485
609	11.6881	11.9804	12.2799	12.5867	12.9014	13.2241	13.5546	13.8935
610	12.1679	12.4720	12.7838	13.1034	13.4309	13.7668	14.1111	14.4637
611	12.6536	12.9698	13.2941	13.6266	13.9672	14.3163	14.6742	15.0410
612	13.1968	13.5266	13.8649	14.2115	14.5668	14.9309	15.3043	15.6868
613	13.7476	14.0911	14.4434	14.8045	15.1747	15.5540	15.9429	16.3414
614	14.3446	14.7032	15.0708	15.4476	15.8337	16.2296	16.6353	17.0513
615	14.9838	15.3586	15.7424	16.1359	16.5392	16.9527	17.3767	17.8111
616	15.6519	16.0431	16.4442	16.8552	17.2766	17.7087	18.1512	18.6051
617	16.3626	16.7717	17.1909	17.6207	18.0611	18.5127	18.9756	19.4500
618	17.1174	17.5454	17.9840	18.4336	18.8944	19.3667	19.8509	20.3473
619	17.9178	18.3658	18.8249	19.2955	19.7779	20.2723	20.7792	21.2987
620	18.7458	19.2145	19.6948	20.1871	20.6919	21.2091	21.7392	22.2827
621	19.6561	20.1475	20.6512	21.1675	21.6967	22.2390	22.7950	23.3648
622	20.6065	21.1216	21.6496	22.1909	22.7457	23.3144	23.8972	24.4946
623	21.6058	22.1459	22.6995	23.2670	23.8487	24.4448	25.0559	25.6824
624	22.6817	23.2486	23.8298	24.4255	25.0361	25.6622	26.3037	26.9612
625	23.8111	24.4065	25.0165	25.6420	26.2830	26.9401	27.6137	28.3040
626	25.0099	25.6352	26.2761	26.9331	27.6064	28.2965	29.0039	29.7290
627	26.2808	26.9379	27.6113	28.3017	29.0092	29.7344	30.4778	31.2396
630	30.4472	31.2083	31.9886	32.7883	33.6080	34.4482	35.3095	36.1923

**SECTION 4.** A schedule of standard pay ranges established for ***Airport Safety*** positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 19, 2015 - December 23, 2016**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.2077	13.5378	13.8763	14.2233	14.5789	14.9433	15.3168
40 Hour Week	18.4907	18.9530	19.4268	19.9125	20.4102	20.9205	21.4436
692*							
24 Hour Shift	14.5284	14.8916	15.2639	15.6456	16.0366	16.4376	16.8484
40 Hour Week	20.3398	20.8482	21.3695	21.9037	22.4512	23.0126	23.5879

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.6998	16.0922	16.4945	16.9069	17.3295	17.7627	18.2068	18.6619
40 Hour Week	21.9796	22.5291	23.0924	23.6696	24.2614	24.8679	25.4895	26.1267
692*								
24 Hour Shift	17.2697	17.7015	18.1439	18.5976	19.0626	19.5391	20.0274	20.5284
40 Hour Week	24.1776	24.7820	25.4015	26.0366	26.6876	27.3546	28.0385	28.7396

Hourly rates in this pay range that are designated “24-Hour Shift” are for ***Airport Safety*** positions assigned to work 24-hour shifts with schedules based on a 27-day work period. The rates designated “40-Hour Week” are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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**SECTION 5.** A schedule of standard pay ranges established for commissioned and non-commissioned positions in the ***Police Department*** that are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 19, 2015 – December 16, 2016**

Range	A	B	C	D	E	F	G
<b>712</b>	18.4355	18.8964	19.3688	19.8531	20.3494	20.8581	21.3796
<b>714</b>	19.7558	20.2497	20.7559	21.2748	21.8067	22.3519	22.9107
<b>722</b>	20.8037						
<b>723</b>	21.7840	22.3286	22.8867	23.4588	24.0454	24.6466	25.2627
<b>724</b>	23.9325	24.5307	25.1440	25.7726	26.4169	27.0774	27.7542
<b>725*</b>	26.3185	26.9765	27.6508	28.3421	29.0506	29.7770	30.5214
<b>727*</b>	---	---	---	---	---	31.7652	32.5592

Range	H	I	J	K	L	M	N	O
<b>712</b>	21.9140	22.4620	23.0234	23.5990	24.1890	24.7937	25.4136	26.0489
<b>714</b>	23.4835	24.0705	24.6723	25.2891	25.9214	26.5693	27.2335	27.9145
<b>722</b>								
<b>723</b>	25.8942	26.5417	27.2051	27.8852	28.5824	29.2970	30.0294	30.7801
<b>724</b>	28.4482	29.1593	29.8883	30.6355	31.4014	32.1865	32.9911	33.8158
<b>725*</b>	31.2844	32.0665	32.8682	33.6899	34.5322	35.3954	36.2804	37.1874
<b>727*</b>	33.3732	34.2077	35.0627	35.9393	36.8377	37.7587	38.7026	39.6702

\*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 17, 2016 – December 15, 2017**

Range	A	B	C	D	E	F	G
<b>712</b>	18.7121	19.1798	19.6593	20.1509	20.6547	21.1710	21.7003
<b>714</b>	20.0521	20.5535	21.0673	21.5939	22.1338	22.6872	23.2544
<b>722</b>	21.1157						
<b>723</b>	22.1108	22.6635	23.2300	23.8107	24.4060	25.0163	25.6416
<b>724</b>	24.2915	24.8987	25.5212	26.1592	26.8131	27.4836	28.1706
<b>725*</b>	26.7133	27.3811	28.0655	28.7672	29.4864	30.2237	30.9792
<b>727*</b>	---	---	---	---	---	32.2416	33.0476

Range	H	I	J	K	L	M	N	O
<b>712</b>	22.2427	22.7989	23.3688	23.9530	24.5518	25.1656	25.7948	26.4397
<b>714</b>	23.8357	24.4316	25.0424	25.6684	26.3102	26.9679	27.6420	28.3332
<b>722</b>								
<b>723</b>	26.2826	26.9398	27.6131	28.3035	29.0111	29.7364	30.4798	31.2418
<b>724</b>	28.8749	29.5967	30.3366	31.0950	31.8724	32.6693	33.4860	34.3231
<b>725*</b>	31.7536	32.5475	33.3612	34.1952	35.0502	35.9263	36.8246	37.7452
<b>727*</b>	33.8738	34.7208	35.5886	36.4784	37.3903	38.3251	39.2832	40.2653

\*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

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**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 19, 2015 – December 23, 2016**

Range	A	B	C	D	E	F	G	
821	17.7944	---	---	---	---	---	---	
824	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
827* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
827* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
891* 24 Hr.	14.5060	14.8686	15.2404	15.6214	16.0119	16.4123	16.8225	
891* 40 Hr.	20.3085	20.8162	21.3365	21.8700	22.4167	22.9771	23.5515	
892* 24 Hr.	16.0323	16.4331	16.8440	17.2651	17.6967	18.1391	18.5926	
892* 40 Hr.	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
893* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
893* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
827* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
827* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634
891* 24 Hr.	17.2431	17.6742	18.1160	18.5689	19.0331	19.5090	19.9967	20.4966
891* 40 Hr.	24.1403	24.7438	25.3625	25.9965	26.6464	27.3126	27.9954	28.6952
892* 24 Hr.	19.0574	19.5338	20.0222	20.5227	21.0358	21.5617	22.1007	22.6532
892* 40 Hr.	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
893* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
893* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634

\*Hourly rates in this pay range that are designated "24-Hour Shift" are for fire protection positions assigned to work hour shifts with schedules based on a 27-day work period. The rates designated "40-Hour Week" are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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**SECTION 7.** A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 19, 2015 – December 16, 2015**

Range	A	B	C	D	E	F	G
925	18.8068	19.2770	19.7589	20.2529	20.7592	21.2782	21.8101
926	21.0400	21.5660	22.1053	22.6579	23.2244	23.8048	24.4001
927	22.1091	22.6619	23.2283	23.8092	24.4042	25.0144	25.6397
928	23.2146	23.7951	24.3900	24.9998	25.6247	26.2653	26.9217
929	24.3755	24.9848	25.6094	26.2495	26.9058	27.5786	28.2679

Range	H	I	J	K	L	M	N	O
925	22.3554	22.9143	23.4872	24.0744	24.6762	25.2931	25.9254	26.5736
926	25.0107	25.6352	26.2761	26.9331	27.6064	28.2965	29.0039	29.7290
927	26.2808	26.9379	27.6113	28.3017	29.0092	29.7343	30.4776	31.2396
928	27.5950	28.2847	28.9920	29.7167	30.4598	31.2213	32.0017	32.8018
929	28.9748	29.6990	30.4416	31.2026	31.9827	32.7823	33.6017	34.4419

**SECTION 8. Other Provisions**

- a. Unless otherwise indicated in the schedule contained in Sections 1 through 8 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty will be issued a complete uniform. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
  - (2) Commissioned Police Department Personnel, as well as Warrant Officers and Crime Scene Investigators shall be allowed up to a maximum of \$700.00 in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. Uniformed employees may expend up to \$350.00 of the allowance for civilian attire each year. This provision applies below the rank of Deputy Police Chief. It does not apply to civilianized positions that are not required to be in uniform.
  - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.
  - (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty will be paid up to but not exceeding the additional sum of \$650.00. This provision applies to positions below the rank of Deputy Fire Chief.  
  
Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items that the City Manager may authorize.
  - (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.

- (6) Assistant Range Masters, Service Officers, Security Screeners and Security Officers in the Police Department shall be allowed up to a maximum of \$450.00 in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other non-commissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$150.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year College or university will receive \$110.00 per month for a bachelor's degree or \$135.00 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved the Department Director and the City Manager. These employees are not eligible for the Tuition Reimbursement program.
- (8) Commissioned members of the Fire Department shall receive education pay of \$25.00 per month for associate's degree or \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree in Fire Science from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (9) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive education pay of \$110.00 per month for a bachelor's degree in the fields of Fire Science or Administrative Justice, or as approved by Airport Management. Employees hired before January 1, 2014 will receive \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department, if earned prior to January 1, 2014. These employees are not eligible for the Tuition Reimbursement program.
- (10) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Special Duty Pay, not to exceed \$60.00 per pay period in which at least ten (10) flight hours are logged. Special Duty Pay also applies to Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine or SWAT duty; they shall be compensated \$60.00 per pay period in addition to their regular pay. An employee may receive only one category of Special Duty Pay.
- (11) IAFF-represented Fire Department personnel who are certified as, and members of, the team assigned to Arson Investigation, Haz-Mat or Technical Rescue, will receive an additional \$35.00 per pay period. This provision also applies to Fire Battalion Chiefs who qualify. Credentialed Paramedics will receive \$86.10 per pay period. An employee may receive only one category of Special Duty Pay.
- (12) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician (EMT) course.
- (13) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$1.25 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the training cycle or remedial training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are assigned to a Police Field Training Sergeant duty shall be entitled to an additional \$1.15 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only



occur during the training cycle or remedial training cycle established for such new officers (or such Training cycle as may be approved by the Chief of Police).

- (14) FOP-represented employees who opt to take and pass an annual fitness test will receive a \$100.00 bonus for each year in which they pass the test.
- (15) Sports Officials, if City employees, will be paid on a per game basis with pay ranging from \$18.00 to \$60.00 per game. Individual rates depend on the specific sport and/or certification level of the official.
- (16) Shift differential will be paid at a rate of \$0.75 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt, non-represented employees and those represented by the Service Employees' International Union.

The following work time will be used to differentiate between shifts for employees in the Fire Department represented by the International Association of Fire fighters:

1 <sup>st</sup> Shift: From	4:00 a.m. to 2:59 p.m.
2 <sup>nd</sup> Shift: From	3:00 p.m. to 9:59 p.m.
3 <sup>rd</sup> Shift: From	10:00 p.m. to 3:59 a.m.

The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:

1 <sup>st</sup> Shift: From:	6:00 a.m.	To: 10:00 a.m.
2 <sup>nd</sup> Shift: From:	10:00 a.m.	To: 5:00 p.m.
3 <sup>rd</sup> Shift: From:	5:00 p.m.	To: 11:00 pm.
4 <sup>th</sup> Shift: From:	11:00 p.m.	To: 6:00 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.75 per hour shift differential for 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2<sup>nd</sup> shift and \$0.25 per hour for 3<sup>rd</sup> shift.

- (17) An employee who is put on standby status shall be compensated at the rate of \$1.00 per hour for every hour on standby status.
- (18) Allowance for travel expenses or for the use of personally-owned vehicles may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager. Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.
- (19) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00 times the total years of service, per month, e.g., \$2.00 X 10 years of service = \$20.00 per month payment. For employees with over eleven years accumulative City employment, the payment shall be \$5.00 times the total years of service per month, e.g., \$5.00 X 12 years of service = \$60.00 per month in payment. Refer to the Memorandum of Agreement for longevity pay for Teamsters Union Local #795 (Transit) positions.
- (20) The City Manager may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.
- (21) If an employee moves into a new classification because of a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the

new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- b. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- c. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- d. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- e. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- f. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- g. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- h. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- i. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- j. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Human Resources Director as provided herein.

**SECTION 9.** Ordinance No. 49-906 is hereby repealed.

**SECTION 10.** This ordinance shall take effect on December 19, 2015 and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 15th day of December, 2015.

\_\_\_\_\_  
Jeff Longwell, Mayor

Attest: \_\_\_\_\_

\_\_\_\_\_  
Karen Sublett, City Clerk

Approved as to form:

\_\_\_\_\_  
Jennifer Magana, Director of Law and City Attorney